### Charting the course ahead for Athena SWAN: Frameworks for creating change

Athena SWAN institutional self-assessment teams (SATs) will be swinging into gear this year with a full program of work. Comprised of diverse members, with varying backgrounds they may lack shared frameworks and ways of thinking about gender inequality and organisational change. Gender capacity building workshops for the SAT’s may be a timely investment, assisting to build cohesive teams, and grounding the work of the SAT in existing academic research and understanding about gender and organisational change.

Dr Jennifer de Vries is available for gender capacity building work. Her engagement with Athena SWAN began several years ago, visiting the Equality Challenge Unit in the UK preparatory to working with several UK universities in a consultancy capacity to support their Athena SWAN implementations. Her work included capacity building with Executive and senior leaders, Heads of Department and Athena SWAN Departmental leads at Oxford, Cambridge and Durham.

Jen draws on her research examining the position of academic women within a STEM faculty in a research-intensive Australian university [Optimising Faculty Performance: Maximising the potential of academic women](http://www.jendevries.com/publications-full/optimising-faculty-performance-maximising-the-potential-of-academic-women) as a case study to. illustrate the complexities of building more gender equitable workplaces. Using her case study she explores questions such as ‘how is gender inequality produced in organisations?’, ‘what maintains it?’ and more importantly ‘how can we change it?’

Jen will propose two frameworks, the ‘bifocal approach’ based on her own research, and Joan Acker’s ‘gendering processes’ as a way of helping SAT teams to make sense of their data, assist them in thinking about how they define the ‘gender problem’ and open up new ways of thinking about interventions that they will incorporate into their plans.

Attendees will have the opportunity to apply the frameworks to their own data, examples and material, and together refine their thinking and understanding. This team activity will assist in building a common understanding of gender issues and strengthen the sense of purpose and focus of the SAT. The frameworks can be used as an ongoing tool for planning and review.

*Workshops are customised for each client, and responsive to the needs of the institution.*

**Dr Jennifer de Vries** ([biography](http://www.jendevries.com/biography/)) is an independent researcher and development consultant, based in Perth, Western Australia. ([www.jendevries.com)](http://www.jendevries.com)) She is a gender and organisational change scholar, with a passionate commitment to contributing to both scholarship and practice. Jen works with universities and research institutes in Australian, New Zealand, UK and Europe, and holds a fractional academic appointment with the University of Melbourne, where she is a member of their SAT team.